November 1994
Volume 53, No. 11

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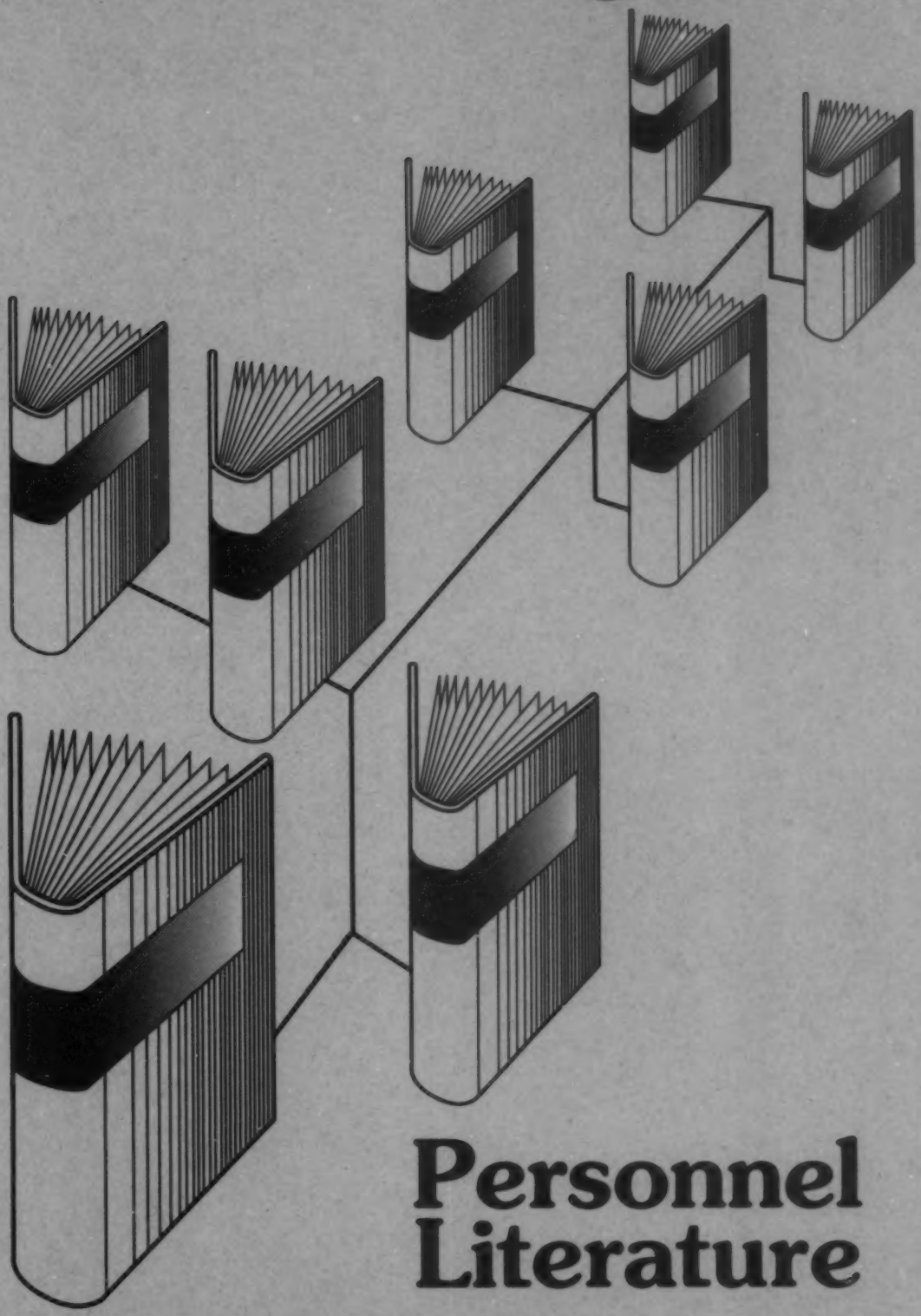

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November 1994
Vol. 53, No. 11

TABLE OF CONTENTS

	Item No.
Absenteeism	1
Attitude Surveys	2
Career Planning	3-4
Career Staffing	5-7
Change, Organizational	8-11
College Graduates	12-13
Communication	14-15
Compensation	16-20
Consultants	21
Counseling	22
Delegation	23
Electronic Data Processing	24-25
Employee Conduct	26
Employee Health and Medical Care	27-30
Equal Opportunity in Employment	31-35
Ethics	36
Executives	37
Executives--Abilities and Characteristics	38-39
Executives--Compensation	40
Executives--Selection and Tests	41-42
Handicapped	43-48
Health Personnel	49-50
Hours of Work	51
Insurance, Health	52-53
Internship	54-55
Interviewing	56-58
Invasion of Privacy	59
Job Satisfaction	60
Job Search	61
Labor-Management Relations	62
Management	63-69
Motivation	70-72
Occupations and Occupational Choice	73
Older Worker	74
Organizational Behavior	75-77
Organizations	78-89
Overseas Personnel	90
Participative Management	91-96
Performance Evaluation	97-98
Personnel Administration	99-101
Personnel Policies	102-104
Personnel Research	105-109
Productivity	110-112
Public Administration	113-115
Reduction in Force	116-117
Relocation	118
Removal	119
Retirement	120
Safety	121
Scientists and Engineers	122
Supervision	123
Tests	124-128
Thought and Thinking	129-130
Training	131-137
Women--Employment	138-141
Work Life	142-149

ABSENTEEISM

11-1

Blau, Gary.

Developing and testing a taxonomy of lateness behavior. **Journal of applied psychololgy**, 79:959-970, December 1994.

Descriptors: *Tardiness--Research.

ATTITUDE SURVEYS

11-2

Kennedy, John K.

Strategic employee surveys can support change efforts. **Journal for quality and participation**, 17:18-20, October-November 1994.

Descriptors: *Employee attitudes--Surveys.

CAREER PLANNING

11-3

Fram, Eugene H.

Today's mercurial career path. **Management review**, 83:40-43, November 1994.

Descriptors: *Career planning--Methods / *Career ladders.

11-4

Gray, Ellen L.

In search of new career horizons. **Secretary**, 54:9-11, October 1994.

Descriptors: *Career planning--Methods / *Secretaries--Career opportunities.

CAREER STAFFING

11-5

Barranco, Robert G.

It's not just 'temping' anymore. **Secretary**, 54:16, October 1994.

Descriptors: *Temporary employment--Surveys / *Temporary employees--Training.

11-6

Brown, Barbara K. and Michael A. Campion.

Biodata phenomenology: recruiters' perceptions and use of biographical information on resume screening. **Journal of applied psychology**, 79:897-908, December 1994.

Descriptors: *Selection--Research / *Biographical inventories.

11-7

Messmer, Max.

Staffing the information superhighway. **Management review**, 83:37-39, November 1994.

Descriptors: *Career staffing--Methods / *Computer literacy / *Information networks / *Technological change--Administration.

CHANGE, ORGANIZATIONAL

11-8

Brown, Tom.

Re-invent yourself. **Industry week**, 243:20-22+, November 21, 1994.

Interview with Richard Pascale.

Descriptors: *Organizational effectiveness / *Change, Organizational.

11-9

Cegelka, Janet and Gregory A. Gull.

Yes, people will really have to change. **Journal for quality and participation**, 17:72-77, September 1994.

Descriptors: *Change, Organizational / *Change, Resistance to.

11-10

Milite, George.

Stuck in neutral: dealing with change management. **Supervisory management**, 39:14, November 1994.

Descriptors: *Change, Organizational--Administration--Case studies / *Morale / *Change (Psychology).

11-11

Prasad, Pushkala and Anshuman Prasad.

The ideology of professionalism and work computerization: an institutionalist study of technological change. **Human relations**, 47:1433-1458, December 1994.

Descriptors: *Technological change--Research / *Computers.

COLLEGE GRADUATES

11-12

Pennington, Mary K. and Marianne T. Stewart.

International employment and the new graduate. **Journal of career planning & employment**, 54:53-56, Summer 1994.

Descriptors: *College graduates--Career opportunities--Case studies / *International agencies.

11-13

St. Cyr, Denise L.

Recruiting at Indian tribal colleges. **Journal of career planning & employment**, 54:36-39, Summer 1994.

Descriptors: *College graduates--Recruitment--Methods / *Native Americans--Employment--Case studies.

COMMUNICATION

11-14

Romano, Catherine.

Let your financials...and your managers...do the talking. **HR focus**, 71:22-23, December 1994.

Descriptors: *Communication in personnel management.

11-15

Yarwood, Dean L.

Humor and administration: a serious inquiry into unofficial organizational communication. **Public administration review**, 55:81-90, January-February 1995.

Descriptors: *Communication / *Wit and humor.

COMPENSATION

11-16

Chauvin, Keith W. and Ronald A. Ash.

Gender earnings differentials in total pay, base pay, and contingent pay. **Industrial & labor relations review**, 47:634-649, July 1994.

Descriptors: *Pay rates--Research / *Women--Pay--Research.

11-17

Edwards, Mark R., Ann J. Ewen and Sandra O'Neal.

Using multisource assessment to pay people, not jobs. **ACA journal** (American Compensation Association), 3:6-17, Summer 1994.

Descriptors: *Compensation administration / *Pay administration.

11-18

Greene, Robert A.

Effective compensation strategies for project-focused personnel. **ACA journal** (American Compensation Association), 3:26-35, Summer 1994.

Descriptors: *Compensation administration / *Project management.

11-19

Montemayor, Edilberto F.

A model for aligning teamwork and pay. **ACA journal** (American Compensation Association), 3:18-25, Summer 1994.

Descriptors: *Compensation administration / *Teamwork.

11-20

Pollan, Stephen M. and Mark Levine.

Getting a better severance deal. **Working woman**, p. 64, November 1994.

Descriptors: *Severance pay / *Communication techniques / *Negotiation--Methods.

CONSULTANTS

11-21

Outplacement buyers' guide. **Human resource executive**, 8:52-55, December 1994.

Descriptors: *Consultants--Information sources.

COUNSELING

11-22

Counseling a poor performer. **Supervisory management**, 39:9-10, November 1994.

Descriptors: *Counseling--Methods / *Performance evaluation--Exercises, problems, etc.

DELEGATION

11-23

Straub, Joseph T.

What should you do if delegation doesn't work? **Supervisory management**, 39:3, November 1994.

Descriptors: *Delegation--Methods.

ELECTRONIC DATA PROCESSING

11-24

Dunkel, Tom.

Staking a claim on the information highway. **Working woman**, p. 34-37+, November 1994.

Descriptors: *Women-owned business enterprises--Licenses / *Minority business enterprises--Licenses / *Telecommunications / *U.S. Federal Communications Commission / Federal government.

11-25

Misic, Mark M. and Judy A. Hill.

Keys to success with the Internet. **Journal of systems management**, 45:6-10, November 1994.

Descriptors: *Internet (Computer network) / *Electronic data processing.

EMPLOYEE CONDUCT

11-26

Yarborough, Mary Helen.

Tips for prevention, detection and restitution. **HR focus**, 71:18, December 1994.

Descriptors: *Employee theft--Control / *Fraud--Control.

EMPLOYEE HEALTH AND MEDICAL CARE

11-27

Gibson, Bryan.

Psychological aspects of smoker-nonsmoker interaction: implications for public policy. **American psychologist**, 49:1081-1083, December 1994.

Descriptors: *Smoking / *Health, Employee.

11-28

Health care and the labor market. **Industrial & labor relations review**, 48:65-167, October 1994.

Symposium.

Partial contents: Health insurance and job mobility: the effects of public policy on job-lock, by Jonathan Gruber and Brigitte C. Madrian; The effect of access to post-retirement health insurance on the decision to retire early, by Lynn A. Karoly and Jeannette A. Rogowski; Workers' preferences among company-provided health insurance plans, by Melissa W. Barringer and Olivia S. Mitchell.

Descriptors: *Insurance, Health--Research / *Retirement, Early--Research.

11-29

O'Driscoll, Michael P. and Cary L. Cooper.

Coping with work-related stress: a critique of existing measures and proposal for an alternative methodology. **Journal of occupational and organizatinal psychology** (Gt. Brit.), 67:343-354, December 1994.

Descriptors: *Stress, Psychological--Research / *Stress, Psychological--Control.

11-30

Verespej, Michael A.

Ergonomics: an unfounded fear? **Industry week**, 243:36-38+, December 5, 1994.

Descriptors: *Human engineering / *Health, Employee / *U.S. Occupational Safety and Health Administration--Rules and practice.

EQUAL OPPORTUNITY IN EMPLOYMENT

11-31

Blank, Renee and Sandra Slipp.

The white male: an endangered species? **Management review**, 83:27-32, September 1994.

Descriptors: *Reverse discrimination / *Men--Attitudes toward / *Equal opportunity in employment.

EQUAL OPPORTUNITY IN EMPLOYMENT (Cont'd)

11-32

Gryski, Gerard S., Gary Zuk and Deborah J. Barrow.

A bench that looks like America? Representation of African Americans and Latinos on the Federal courts. **Journal of politics**, 56:1076-1086, November 1994.

Descriptors: *Equal opportunity in employment / *Courts / *Hispanic Americans--Employment / *Afro-Americans--Employment / Federal government.

11-33

Gutman, Roberta.

Changing the face of management. **Working woman**, p. 21+, November 1994.

Descriptors: *Equal opportunity in employment--Case studies / *Affirmative action plans--Case studies.

11-34

Pingitore, Regina and others.

Bias against overweight job applicants in a simulated employment interview. **Journal of applied psychology**, 79:909-917, December 1994.

Descriptors: *Discrimination--Research / *Weight.

11-35

Swisher, Anthony W.

Nobody's hero: on equal protection, homosexuality, and national security. **George Washington law review**, 62:827-854, June 1994.

Descriptors: *Equal opportunity in employment--Law and legislation / *Equal opportunity in employment--Cases / *Homosexuals.

ETHICS

11-36

Collins, Robert S.

Ethics and the First Amendment: the applicability of the honorarium ban of the Ethics Reform Act of 1989 to the executive branch. **George Washington law review**, 62:888-919, June 1994.

Descriptors: *Civil service ethics--Cases / *Political ethics--Cases / Federal government.

EXECUTIVES

11-37

Bass, Bernard M. and Bruce J. Avolio.

Shatter the glass ceiling: women may make better managers. **Human resource management**, 33:549-560, Winter 1994.

Descriptors: *Women executives / *Equal opportunity in employment / *Executives --Promotion.

EXECUTIVES--ABILITIES AND CHARACTERISTICS

11-38

Holland, Max.

Mr. Young goes to Washington. **Across the board**, 32:14-18, January 1995.

Profile of John Young, Chairman, President's Commission on Industrial Competitiveness.

Descriptors: *Executives--Abilities / *Federal government.

11-39

Stroh, Linda K., Jeanne M. Brett and Anne H. Reilly.

A decade of change: managers' attachment to their organizations and their jobs. **Human resource management**, 33:531-548, Winter 1994.

Descriptors: *Executives--Attitudes--Research / *Organizational commitment--Research.

EXECUTIVES--COMPENSATION

11-40

Mazur, Laura.

Europay. **Across the board**, 32:40-43, January 1995.

Descriptors: *Executive compensation--Comparative studies.

EXECUTIVES--SELECTION AND TESTS

11-41

Friedman, Victor Jay and Raanan Lipshitz.

Human resources or politics: framing the problem of appointing managers in an organizational democracy. **Journal of applied behavioral science**, 30:438-457, December 1994.

Descriptors: *Executives--Selection--Research.

11-42

Wareham, John.

How to size up an executive over lunch. **Across the board**, 32:51-52, February 1995.

Descriptors: *Executives--Selection--Methods / *Interviewing.

HANDICAPPED

11-43

Allison, Loren K. and Eric H. J. Stahlhut.

A reasoned approach to harmonizing the ADA and NLRA. **Labor law journal**, 45:292-297, May 1994.

Descriptors: *Handicapped--Employment / *Collective bargaining.

HANDICAPPED (Cont'd)

11-44

Boen, Linda L., Patricia L. Brown and Richard T. Roessler.

Bridging the gap from college to work for students with disabilities. **Journal of career planning & employment**, 54:46-49+, Summer 1994.

Descriptors: *College students--Employment / *Handicapped--Employment / *Handicapped--Placement / *Work-study programs--Case studies.

11-45

Caulfield, Margo, Coral S. Carey and Christine Y. Mason.

"Project Employ: rehabilitation services for facilitating employment of individuals with HIV/AIDS." **American rehabilitation**, 20:12-16, Autumn 1994.

Descriptors: *AIDS (Disease) / *Rehabilitation, Vocational / *Handicapped--Employment.

11-46

Kelley, Bill.

All the comforts of home. **Human resource executive**, 8:55-57, November 1994.

Descriptors: *Handicapped--Employment / *Work at home.

11-47

Meltzer, Tara and Samantha Stainburn.

Willing & enabled. **Government executive**, 27:32-35, January 1995.

Descriptors: *Handicapped--Employment.

11-48

Parent, Wendy and others.

The role of the job coach: orchestrating community and workplace supports. **American rehabilitation**, 20:2-11, Autumn 1994.

Descriptors: *Coaching / *Handicapped--Employment.

HEALTH PERSONNEL

11-49

Abraham, Kenneth S. and Paul C. Weiler.

Enterprise medical liability and the evolution of the American health care system. **Harvard law review**, 108:381-436, December 1994.

Descriptors: *Health personnel--Malpractice--Law and legislation / *Health personnel--Malpractice--Cases.

HEALTH PERSONNEL (Cont'd)

11-50

Landeweerd, Jan A. and Nicolle P. G. Boumans.

The effect of work dimensions and need for autonomy on nurses' work satisfaction and health. **Journal of occupational and organizational psychology** (Gt. Brit.), 67:207-217, September 1994.

Descriptors: *Nurses / *Job satisfaction research.

HOURS OF WORK

11-51

Moore-Ede, Martin.

When things go bump in the night. **ABA journal** (American Bar Association), 81:56-60, January 1995.

Descriptors: *Scheduling / *Hours of work.

INSURANCE, HEALTH

11-52

Custer, William S. and Dallas L. Salisbury.

Health care reform: four critical issues that are shaping the debate. **ACA journal** (American Compensation Association), 3:74-83, Summer 1994.

Descriptors: *Insurance, Health--Costs / *Insurance, Health--Statistics.

11-53

Shifting responsibility for health care cost containment from employers to individuals. **ACA journal** (American Compensation Association), 3:84-89, Summer 1994.

Interview with John C. Goodman, President of the National Center for Policy Analysis.

Descriptors: *Medical care--Costs / *Insurance, Health--Costs.

INTERNSHIP

11-54

Kaplan, Rochelle K.

The legal side of internship programs. **Journal of career planning & employment**, 55:47-49, Fall 1994.

Descriptors: *Internship--Law and legislation.

11-55

Kovachevich, Elizabeth A.

Federal judicial internship programs: a commitment to the future of the legal profession. **Federal Bar news & journal** (Federal Bar Association), 41:680-686, November-December 1994.

Descriptors: *Internship / *Courts / Federal government.

INTERVIEWING

11-56

Barber, Alison E. and others.

The effects of interview focus on recruitment effectiveness: a field experiment. **Journal of applied psychology,** 79:886-896, December 1994.

Descriptors: *Interviewing--Research / *Recruitment--Research.

11-57

Campion, Michael A., James E. Campion and J. Peter Hudson, Jr.

Structured interviewing: a note on incremental validity and alternative question types. **Journal of applied psychology,** 79:998-1002, December 1994.

Descriptors: *Interviewing--Research / *Performance--Research.

11-58

Larson, Jacquelyn C. and Cheri L. Comstock.

The high efficiency of evaluating candidates first by phone. **Journal of career planning & employment,** 55:39-41+, Fall 1994.

Descriptors: *Interviewing / *Telephone.

INVASION OF PRIVACY

11-59

McNerney, Donald J.

Workplace privacy: setting boundaries in the information age. **HR focus,** 71:1+, December 1994.

Descriptors: *Invasion of privacy / *Employee rights.

JOB SATISFACTION

11-60

Judge, Timothy A. and Shinichiro Watanabe.

Individual differences in the nature of the relationship between job and life satisfaction. **Journal of occupational and organizational psychology** (Gt. Brit.), 67:101-107, June 1994.

Descriptors: *Job satisfaction research.

JOB SEARCH

11-61

Kennedy, Joyce Lain.

The job search goes computer. **Journal of career planning & employment,** 55:42-46, Fall 1994.

Descriptors: *Job search / *Computers.

LABOR-MANAGEMENT RELATIONS

11-62

Steen, Jack E., Pamela L. Perrewe and Wayne A. Hochwarter.
A reexamination of gender bias in arbitration decisions. **Labor law journal**, 45:298-303, May 1994.
Descriptors: *Grievance arbitration / *Women--Discrimination.

MANAGEMENT

11-63

Collins, Gail.
Newest management tool: musical desks. **Working woman**, p. 90, November 1994.
Descriptors: *Office furniture / *Office management / *Working conditions.

11-64

Douglass, Merrill E. and Donna N. Douglass.
Planning work and time. **Supervisory management**, 39:7, November 1994.
Descriptors: *Time management / *Management methods / *Methods improvement / *Planning.

11-65

Eastman, Wayne N. and James R. Bailey.
Examining the origins of management theory: value divisions in the positivist program. **Journal of applied behavioral science**, 30:313-328, September 1994.
Descriptors: *Management theory.

11-66

Fierman, Jaclyn.
Winning ideas from maverick managers. **Fortune**, 131:66-68+, February 6, 1995.
Descriptors: *Organizational effectiveness--Case studies / *Executives--Abilities.

11-67

Romano, Catherine.
When money talks. **Management review**, 83:44-47, November 1994.
Descriptors: *Financial disclosure--Case studies / *Employee ownership / *Financial management / *Management accountability.

11-68

Stern, Aimee L.
A study in diplomacy. **Across the board**, 32:20-24, February 1995.
Descriptors: *Business management--Case studies / *Case studies.

MANAGEMENT (Cont'd)

11-69

Stone, Florence.

How to be a part of a high-performing team. **Supervisory management**, 39:12-13, November 1994.

Descriptors: *Team development--Methods / *Teamwork--Administration.

MOTIVATION

11-70

Austin, Nancy K.

Motivating employees without pay or promotions. **Working woman**, p. 17-18, November 1994.

Descriptors: *Motivation--Methods / *Incentives--Case studies.

11-71

Covey, Stephen R.

Involving people in the problem. **Journal for quality and participation**, 17:68-71, September 1994.

Descriptors: *Motivation.

11-72

Steininger, Daniel J.

Why quality initiatives are failing: the need to address the foundation of human motivation. **Human resource management**, 33:601-616, Winter 1994.

Descriptors: *Motivation research / *Quality control.

OCCUPATIONS AND OCCUPATIONAL CHOICE

11-73

Fenner, Susan Wolski and Bonnie Bellamy Howard.

Job descriptions for the '90s. **Secretary**, 54:12-13+, October 1994.

Descriptors: *Office workers--Pay--Surveys / *Office workers--Responsibilities--Surveys / *Office workers--Training--Surveys / *Secretaries--Career opportunities--Surveys.

OLDER WORKER

11-74

Cohen, Charles E.

Managing older workers. **Working woman**, p. 61-62, November 1994.

Descriptors: *Older workers--Supervision--Methods / *Older workers--Utilization.

ORGANIZATIONAL BEHAVIOR

11-75

Cooke, Robert A. and Janet L. Szumal.

The impact of group interaction styles on problem-solving effectiveness. **Journal of applied behavioral science,** 30:415-437, December 1994.

Descriptors: *Problem solving--Group method--Research.

11-76

McNeely, Bonnie L. and Bruce M. Meglino.

The role of dispositional and situational antecedents in prosocial organizational behavior: an examination of the intended beneficiaries of prosocial behavior. **Journal of applied psychology,** 79:836-844, December 1994.

Descriptors: *Organizational behavior--Research.

11-77

Waldersee, Robert.

Self-efficacy and performance as a function of feedback sign and anxiety: a service experiment. **Journal of applied behavioral science,** 30:346-356, September 1994.

Descriptors: *Organizational behavior--Research.

ORGANIZATIONS

11-78

Bottom, William P. and Nicholas Baloff.

A diagnostic model for team building with an illustrative application. **Human resource development quarterly,** 5:317-336, Winter 1994.

Descriptors: *Team development--Research / *Organizational development--Research.

11-79

Collins, James C. and Jerry I. Porras.

The ultimate vision. **Across the board,** 32:19-23, January 1995.

Descriptors: *Organizational effectiveness.

11-80

Kennedy, Marilyn Moats.

Lone rangers, baffled bosses. **Across the board,** 32:11-12, February 1995.

Descriptors: *Teamwork / *Organizational effectiveness.

11-81

Kinni, Theodore B.

Guerrilla learning--continuous education on a tight budget. **Industry week,** 243:53-54+, November 21, 1994.

Descriptors: *Organizational effectiveness / *Learning motivation.

ORGANIZATIONS (Cont'd)

11-82
McNerney, Donald J.
The 'facts of life' for teambuilding. **HR focus**, 71:12-13, December 1994.
Descriptors: *Team development / *Organizational effectiveness.

11-83
Markowich, Michael.
Lifeboat strategies for corporate renewal. **Management review**, 83:59-61, September 1994.
Descriptors: *Corporate reorganization--Case studies / *Cost reduction--Methods / *Profit-sharing--Case studies.

11-84
Marsick, Victoria J. and Karen E. Watkins.
The learning organization: an integrative vision for HRD. **Human resource development quarterly**, 5:353-360, Winter 1994.
Descriptors: *Organizational effectiveness / *Change, Organizational.

11-85
Pasquill, Frank T.
Rewarding customer effectiveness. **ACA news** (American Compensation Association), 37:7-9, August 1994.
Descriptors: *Customer service / *Organizational effectiveness.

11-86
Perlaki, Ivan.
Organizational development in Eastern Europe: learning to build culture-specific OD theories. **Journal of applied behavioral science**, 30:297-312, September 1994.
Descriptors: *Organization development--Comparative studies / *Europe.

11-87
Roth, Bill.
The view from the top and successful quality processes. **Journal for quality and participation**, 17:46-49, October-November 1994.
Descriptors: *Organizational effectiveness / *Quality control.

11-88
Sheridan, John H.
What do you **really** know about...customer satisfaction? **Industry week**, 243:63-64+, November 21, 1994.
Descriptors: *Customer service / *Organizational effectiveness.

ORGANIZATIONS (Cont'd)

11-89

Zinno, Vincent.

Zebra earns its stripes. **Human resource executive**, 8:58+, November 1994.

Interview with Stephen Frangos.

Descriptors: *Teamwork--Case studies / *Organizational effectiveness--Case studies.

OVERSEAS PERSONNEL

11-90

Vance, Charles M. and Peter Smith Ring.

Preparing the host country workforce for expatriate managers: the neglected other side of the coin. **Human resource development quarterly**, 5:337-352, Winter 1994.

Descriptors: *Overseas personnel--Training.

PARTICIPATIVE MANAGEMENT

11-91

Cooke, William N.

Employee participation programs, group-based incentives, and company performance: a union-nonunion comparison. **Industrial & labor relations review**, 47:594-609, July 1994.

Descriptors: *Participative management--Research / *Unions.

11-92

D'O'Brian, Joseph.

Throw out your suggestion box! **Supervisory management**, 39:1+, November 1994.

Descriptors: *Suggestion systems--Administration / *Participative management.

11-93

Green, Fess B.

Measuring progress on your self-management journey. **Journal for quality and participation**, 17:22-23, October-November 1994.

Descriptors: *Participative management / *Teamwork.

11-94

Horowitz, Donna.

Empowering teams effectively. **ACA news** (American Compensation Association), 37:3-5, August 1994.

Descriptors: *Teamwork / *Organizational effectiveness.

PARTICIPATIVE MANAGEMENT (Cont'd)

11-95

Millspaugh, Peter E.

The NLRB and the employee involvement movement. **Labor law journal**, 45:259-276, May 1994.

Descriptors: *Participative management / *U.S. National Labor Relations Board--Rules and practice.

11-96

Sagoe, Isaac K., II.

Why are self-managed teams so popular? **Journal for quality and participation**, 17:64-67, September 1994.

Descriptors: *Teamwork / *Participative management.

PERFORMANCE EVALUATION

11-97

Kunreuther, Robert.

Stepping through the appraisal looking glass. **Journal for quality and participation**, 17:28-31, October-November 1994.

Descriptors: *Performance evaluation / Federal government.

11-98

Woehr, David J. and Allen I. Huffcutt.

Rater training for performance appraisal: a quantitative review. **Journal of occupational and organizational psychology** (Gt. Brit.), 67:189-205, September 1994.

Descriptors: *Performance evaluation--Research / *Training--Research.

PERSONNEL ADMINISTRATION

11-99

Barton, Paul.

HR must facilitate rapid change. **ACA news** (American Compensation Association), 37:17-18+, August 1994.

Descriptors: *Personnel administration.

11-100

Leinfuss, Emily.

One-stop shopping. **Human resource executive**, 8:47-48+, November 1994.

Descriptors: *Personnel information systems.

11-101

Smith, Vernita C.

Rethinking HR. **Human resource executive**, 8:44-45, December 1994.

Comments of participants at the sixth annual Human Resource Executive Forum.

Descriptors: *Personnel administration--Evaluation.

PERSONNEL POLICIES

11-102

Bordwin, Milton.

A disastrous combination: sexual harassment and the class action suit. **Management review,** 83:52-55, November 1994.

Descriptors: *Sexual harassment—Cases / *Employers' liability / *Personnel policies.

11-103

Hotchkiss, Jay.

Ridding the workplace of sexual harassment. **Management review,** 83:57, November 1994.

Descriptors: *Personnel policies / *Sexual harassment—Control.

11-104

Kopp, Rochelle.

International human resource policies and practices in Japanese, European, and United States multinationals. **Human resource management,** 33:580-599, Winter 1994.

Descriptors: *Personnel policies—Comparative studies / *Overseas executives.

PERSONNEL RESEARCH

11-105

Arnold, John.

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Descriptors: *Mental health—Research / *Skills inventory—Research / *College graduates.

11-106

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Descriptors: *Employees—Drug testing—Research.

11-107

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Descriptors: *Stress, Psychological—Research / *Control (Psychology)—Research.

PERSONNEL RESEARCH (Cont'd)

11-108

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Change in self construction during the transition from university to employment: a personal construct psychology approach. **Journal of occupational and organizational psychology** (Gt. Brit.), 67:297-314, December 1994.

Descriptors: *Self-esteem--Research / *College graduates--Employment--Research / *Socialization--Research.

11-109

Furnham, Adrian, Chris R. Brewin and Harriet O' Kelly.

Cognitive style and attitudes to work. **Human relations**, 47:1509-1521, December 1994.

Descriptors: *Employee attitudes / *Work values--Research.

PRODUCTIVITY

11-110

Brown, Mark Graham.

Is your measurement system well balanced? **Journal for quality and participation**, 17:6-11, October-November 1994.

Descriptors: *Productivity measurement.

11-111

Gibbons, Steve.

Three paths, one journey. **Journal for quality and participation**, 17:36-45, October-November 1994.

Descriptors: *Quality control / *Productivity improvement.

11-112

Kanfer, Ruth and others.

Goal setting, conditions of practice, and task performance: a resource allocation perspective. **Journal of applied psychology**, 79:826-835, December 1994.

Descriptors: *Performance--Research.

PUBLIC ADMINISTRATION

11-113

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Descriptors: *Public administration / *National Commission on the Public Service / *Civil service reform / Federal government.

PUBLIC ADMINISTRATION (Cont'd)

11-114

Khademian, Anne M.

Reinventing a government corporation: professional priorities and a clear bottom line. **Public administration review**, 55:17-28, January-February 1995.

Descriptors: *Corporations, Government / *U.S. Federal Deposit Insurance Corporation / Federal government.

11-115

Teresko, John.

NIST: more than weights and measures. **Industry week**, 243:75+, December 19, 1994.

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Descriptors: *U.S. National Institute of Standards and Technology--Rules and practice.

REDUCTION IN FORCE

11-116

Chaudron, David.

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Descriptors: *Reduction in force.

11-117

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Descriptors: *Reduction in force--Research.

RELOCATION

11-118

Krohe, James, Jr.

Relocation reconsidered. **Across the board**, 32:40-46, February 1995.

Descriptors: *Relocation.

REMOVAL

11-119

Crane, Donald P. and Paul F. Gerhart.

Wrongful dismissal arbitration: what can the parties expect? **Labor law journal**, 45:315-319, May 1994.

Descriptors: *Removal--Law and legislation / *Removal--Cases.

RETIREMENT

11-120

Hannon, Kerry.

Grow your 401K like a pro. **Working woman**, p. 30+, November 1994.

Descriptors: *Retirement planning--Methods / *Pension financing--Methods.

SAFETY

11-121

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Reducing accidents using goal setting and feedback: a field study. **Journal of occupational and organizational psychology** (Gt. Brit.), 67:219-240, September 1994.

Descriptors: *Accidents--Prevention--Research.

SCIENTISTS AND ENGINEERS

11-122

Roberts, Karen and Jeff Biddle.

The transition into management by scientists and engineers: a misallocation or efficient use of human resources? **Human resource management**, 33:561-579, Winter 1994.

Descriptors: *Scientists--Management functions / *Engineers--Management functions.

SUPERVISION

11-123

Deluga, Ronald J.

Supervisor trust building, leader-member exchange and organizational citizenship behaviour. **Journal of occupational and organizational psychology** (Gt. Brit.), 67:315-326, December 1994.

Descriptors: *Supervision--Research / *Trust (Psychology)--Research.

TESTS

11-124

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Hindsight bias in an applicaton of the Angoff method for setting cutoff scores. **Journal of applied psychology**, 79:860-865, December 1994.

Descriptors: *Tests--Scoring--Research.

11-125

Moreland, Kevin L. and others.

Assessment of test user qualifications: a research-based measurement procedure. **American psychologist**, 50:14-21, January 1995.

Lorraine D. Eyde, a psychologist with the U.S. Office of Personnel Management, is a co-author of this article.

Descriptors: *Tests--Administration--Research.

TESTS (Cont'd)

11-126

Rosse, Joseph G., Janice L. Miller and Mary D. Stecher.

A field study of job applicants' reactions to personality and cognitive ability testing. **Journal of applied psychology**, 79:987-992, December 1994.

Descriptors: *Tests, Mental--Research / *Tests, Ability--Research.

11-127

Smith, Vernita C.

An upgrade for testing. **Human resource executive**, 8:41-43, December 1994.

Descriptors: *Computer-assisted tests / *Tests.

11-128

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Descriptors: *Tests, Mental--Research.

THOUGHT AND THINKING

11-129

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Descriptors: *Creative thinking / *Cognition.

11-130

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Descriptors: *Creative thinking--Theory.

TRAINING

11-131

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Levels of evaluation: beyond Kirkpatrick. **Human resource development quarterly**, 5:371-380, Winter 1994.

Descriptors: *Training evaluation--Research.

11-132

Lind, Susan L. and Fred L. Otte.

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Descriptors: *Stress, Psychological--Research / *Training officers--Characteristics--Research.

TRAINING (Cont'd)

11-133

Martocchio, Joseph J.

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Descriptors: *Training--Research / *Computers.

11-134

Parker, Linda Bates.

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Descriptors: *Universities and colleges--Case studies / *Residential training programs--Case studies / *Employee development--Case studies.

11-135

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Descriptors: *Municipal universities and colleges / *Retraining--Law and legislation / *Retraining--Case studies.

11-136

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Descriptors: *Training.

11-137

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Descriptors: *Training--Case studies / *Russia.

WOMEN--EMPLOYMENT

11-138

Campbell, Donald J., Kathleen M. Campbell and Daniel Kennard.

The effects of family responsibilities on the work commitment and job performance of non-professional women. **Journal of occupational and organizational psychology** (Gt. Brit.), 67:283-296, December 1994.

Descriptors: *Women--Employment--Research / *Family (Sociological unit) / *Organizational commitment--Research.

WOMEN--EMPLOYMENT (Cont'd)

11-139

Issacharoff, Samuel and Elyse Rosenblum.

Women and the workplace: accommodating the demands of pregnancy. **Columbia law review,** 94:2154-2221, November 1994.

Descriptors: *Pregnancy--Cases / *Personnel policies / *Maternity leave--Comparative studies / Europe.

11-140

Lawlor, Julia.

Executive exodus. **Working woman,** p. 38-41, November 1994.

Descriptors: *Women executives--Employment--Surveys / *Labor turnover rates / *Labor turnover causes / *Labor turnover control--Case studies.

11-141

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Descriptors: *Stress, Psychological--Research / *Burn out (Psychology)--Research / *Mothers--Employment--Research.

WORK LIFE

11-142

Donald, Ian.

The structure of office workers' experience of organizational environments. **Journal of occupational and organizational psychology** (Gt. Brit.), 67:241-258, September 1994.

Descriptors: *Working conditions--Research / *Environmental health--Research / *Office workers.

11-143

Hart, Peter M.

Teacher quality of work life: integrating work experiences, psychological distress and morale. **Journal of occupational and organizational psychology** (Gt. Brit.), 67:109-132, June 1994.

Descriptors: *Quality of working life--Research / *Teachers.

11-144

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The politics of couples. **Across the board,** 32:11-12, January 1995.

Descriptors: *Dual career couples.

WORK LIFE (Cont'd)

11-145

Krohe, James, Jr.

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Descriptors: *Lighting.

11-146

Pratkanis, Anthony R. and Marlene E. Turner.

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Descriptors: *Work values--Research / *Employee attitudes--Research.

11-147

Raimy, Eric.

Virtual reality. **Human resource executive**, 8:1+, December 1994.

Descriptors: *Office location / *Telecommunications.

11-148

Reitano, Jessica.

In case of emergency. **Human resource executive**, 8:33-36, December 1994.

Descriptors: *Child care--Case studies / *Children of working parents.

11-149

Skoch, Daniel A.

Ask for commitment, not loyalty. **Industry week**, 243:38, November 21, 1994.

Descriptors: *Organizational commitment.

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